



Interoffice Communication

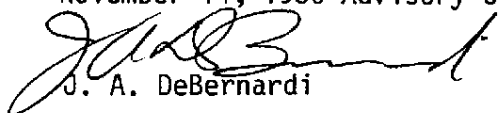
To VCM Plant Employees
From J. A. DeBernardi
Date January 5, 1981
Subject Advisory Committee Meeting - November 14, 1980

The year 1980 has passed into history at the VCM Plant. The past year was again one of positive performance gains in the areas of safety, energy conservation, and environmental control. Statistically, 1980's employee injury rate was the lowest in the plant's history both in total injuries and medical treatment cases. In addition, the lowest number of turnaround injuries in the plant's history were recorded during the October plant turnaround effort. Environmentally we again were able to discharge our legal responsibilities successfully in both air and water pollution areas and continue to be a leader in our community related to these matters. Further energy usage reductions compared to the base year 1972 were also obtained during 1980, even though economic problems forced rate reductions during the year. These positive accomplishments were made possible by the individual effort and commitment of each plant employee to progress at the VCM Plant, and each of us should take pride in them. There were also areas during 1980 which had a negative impact on our performance. Most notable of these areas were greater than budgeted expenditures in both the operating and maintenance budgets for the plant.

As has been the case in the past, the challenge for 1981 continues to be to work toward the achievement of a record of progress and accomplishment at the VCM Plant. Continued effort and emphasis by all plant employees in the areas where progress was shown in 1980 will be necessary to assure our direction in these areas remains positive. It goes without saying that in those areas which produced negative results in 1980, the level of awareness, effort, and commitment will require improvement to correct the past year's performance and get our direction back on a positive track.

Added importance is given to this situation in 1981 since the economic outlook does not appear to be good for the year. We are predicting that less than maximum plant production rates will be the case during the coming year due to economic factors. This being the case, one can also predict that competition in the PVC and VCM market places will be substantial with the most efficiently produced, lowest cost product, being the one that is in the greatest demand. We have been in this position before and come out a winner because of the commitment and dedication of our employees. I am confident we will do it again in 1981.

Attached you will find comments related to the questions asked at the November 14, 1980 Advisory Committee meeting.


J. A. DeBernardi

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CCR 000080416

ADVISORY COMMITTEE MEETING

NOVEMBER 14, 1980

Employees Attending

W. Berzas
J. Cochran

K. Vincent
D. Derouen

1. Can casual employees working at the plant over one year be included in the distribution of the employee coke and milk fund profits?

Comment

A petition was presented at the Advisory Committee meeting signed by a majority of permanent plant employees requesting that casual employees as specified in the question be included in the profit distribution. As a result of this petition an equal share of the profits were distributed to these casual employees prior to the Thanksgiving Holiday.

2. Can something be done to make it convenient for employees to obtain change for use in the plant coke, milk, and candy machines?

Comment

We will investigate the cost to purchase or rent a change machine for employee use. Since the cost of this type of machine would be borne by the coke and milk fund, a simpler solution would be for employees to make it their personal business to carry coins with them to be used in the plant vending machines.

3. It is very probable that the plant turnaround in 1981 will fall during the prime vacation scheduling months for plant employees. Can the interpretation of the plant policy related to re-scheduling of vacations to miss certain periods due to seasonal workload, unexpected illness, or other maintenance requirements be altered to eliminate re-scheduling because of turnaround work?

Comment

Decisions made by plant management related to requesting that an employee re-schedule a scheduled vacation period choice are not taken lightly by your management irregardless of why the request is made. Such a request is made only after careful and thorough consideration is given to all aspects and alternatives available to both the employee and the company. Because of our normal 8-10 month operating cycle between turnarounds, conflicts between a scheduled turnaround period and peak vacation scheduling months have been at a minimum over past years. However, as indicated in the question, it does appear quite probable that 1981 will be a year when turnaround and prime vacation time will conflict.

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The early recognition of this potential problem in 1981 will make it possible to review the complete vacation selection schedules before the end of the first quarter. In so doing, should potential scheduling conflicts exist, tentative solutions can be explored to overcome the conflict and satisfy both plant and employee needs. Once a firm date is set for the 1981 turnaround, and should the date conflict with scheduled vacations, these solutions will then be acted upon.

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